

**New Financing Structure for Roads 2/7 – PARAGUAY**  
**Environmental and Social Action Plan (ESAP)**

No.	Aspect	Action	Deliverable	Delivery date
<b>PS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>				
1.1	Contractor and subcontractor management	Update the Special Regulation for Contractor and Subcontractor Companies so that it includes provisions in order for them to align with: i) the SOE Environmental, Social, Health and Safety, and Human Resources policies prepared specifically for the Project; ii) the safe working procedures of the Integrated System; iii) the water, power, and waste management procedures, as specified by the ESMP; iv) the requirements of the Road Safety Plan defined in the ESMP; v) the training requirements considered in the ESMP; and vi) the rules of good coexistence with the community in the context of the Social Management Program of the ESMP.	Special Regulations for Contractor and Subcontractor Companies.	Prior to the second Disbursement.
<b>PS 2: Labor and Working Conditions</b>				
2.1	Retrenchment	Update the retrenchment plan to mitigate the adverse impacts of worker layoffs so that it complies with legal and contractual requirements and the requirements of PS-2.	Retrenchment Plan.	6 months prior to finalizing the construction phase of the Project.
2.2	Provisions for People with Disabilities	Include specific sections in the Human Resources Policy referring to non-discrimination and the possibility of hiring, where possible, people with reduced capabilities.	Updated Human Resources Policy.	Prior to the second Disbursement.